

1. Importance of Workplace-Based Substance Abuse Prevention

- Alcohol and drug abuse imposes significant economic costs on society, causing damages of more than \$217 billion annually.
- Approximately 75% of all illicit drug users in the United States are employed (NSDUH, 2006)
- 80% of all binge and heavy drinkers are employed (NSDUH, 2006)
- Many workers report first onset of illicit drug use after entering the workforce (Cook and Schlenger, 2002)

2. Why Focus on Young Adults?

- 16- to 25-Year-Olds
 - Age group most likely to use illicit drugs (NSDUH, 2006)
 - Highest prevalence of binge and heavy drinking (NSDUH, 2006)
- Substance use is linked to dropping out of school (Bray et al., 2000) and hastened entry into the workforce
- This generation of young adults versus previous generations
 - Access to more potent drugs
 - Work to live versus live to work
 - Work-life balance is very important
 - If they don't like a job, they'll quit

3. The Need for Young Adult Workplace Prevention

- Young employed population are not reached through school-based programs
- Workplace-based programs not focused on young adults
- Need for Drug-Free Workplaces to be sensitive to young adults' needs
- Workplaces provide good opportunities to reach young adults and their families, peers, and co-workers
- SAMHSA has a number of workplace prevention programs which have been studied and appear to be successful in a broad spectrum of workplaces

4. Young Adults in the Workplace (YIW)

- YIW is a multisite, multiprotocol collaborative agreement program among multidisciplinary teams studying the effectiveness of workplace-based substance abuse prevention and early intervention programs for young adults aged 16–24
- Service to Science Grant Program** — Phase I (13 grants) enhance current NREPP/ effective programs for YIW; Phase II (6 grants) implement and test enhanced interventions
- Cross-Site Evaluation** — process data; outcome data including employee survey data (adult OMB approved NOMS, cross-site scales, and grantee-specific items) & site level administrative data; cost data

YIW Reach: U.S. Program Sites

5. YIW Grantees

- ISA Associates, Inc.** — Healthy WorkLife for Young Adults
- National Health Promotion Associates** — LifeSkills Training Wellness Program
- Organizational Wellness and Learning Systems** — Team Resilience for Young Restaurant Workers
- Pacific Institute for Research and Evaluation** — Team Resilience for Young Restaurant Workers
- Peer Assistance Services, Inc.** — Team Awareness for Young Adults
- RMC Research Corporation** — Team Awareness for Electricians

6. Adaptations for Young Adults

- Less emphasis on promoting healthful behaviors for health sake and more emphasis on the connection between health behaviors and getting ahead at work (being on the top of your game)
- Conduct focus groups with target population – young adults to learn about their specific issues
- Train staff on issues related to young adults
- Talk with managers about issues of emerging adults
- Framing substance use prevention in larger holistic context of health (both physical and emotional)
- Emphasis on social and peer influences

7. Key Program Messages/Methods

- Skills training
- Focusing on work-life balance
- Using multimedia technology (Internet, message boards, my space, etc.) to deliver the message
- Framing substance use prevention in larger holistic context of health (both physical and emotional)
- Emphasis on social and peer influences

8. Workplace Considerations

Why are workplaces important settings for research/intervention?

- Most substance users are employed
- Large numbers of young adults
- Captive audience
- Opportunity for repeated exposure to intervention
- Messages can be integrated into work/life context
- Culture influences life at work and home

How do you reach people in the workplace?

- Integrate prevention messages into general health promotion efforts
- Incorporate prevention efforts into mandatory trainings/orientations
- Allocate time and resources to training and professional development
- Provide incentives for employees

What are some specific contextual issues that create barriers and/or opportunities for conducting prevention programs in workplaces?

- Participating in research means time spent away from job-related duties
- Fear of job security
- Achieve authentic and honest interactions with employees
- Internal conflict at workplace unrelated to research
- Hesitation to participate
- Failure to gain full and complete buy-in

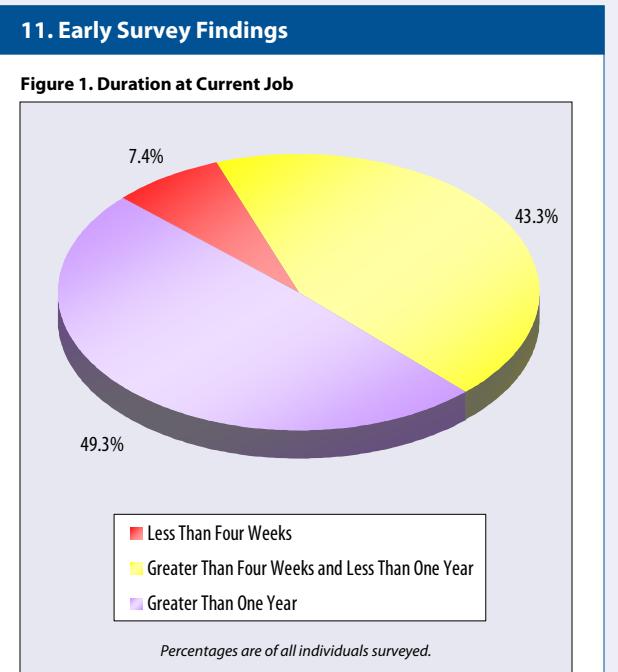
9. YIW Cross-Site Evaluation

- The Phase II cross-site infrastructure for the YIW initiative supports three interrelated evaluation efforts
 - Process evaluation** — establishes the overall evaluation's context and consequently aids in the interpretation of its findings
 - Outcome evaluation** — provides information on what effect the YIW interventions had on the youth and the workplaces involved
 - Economic evaluation** — provides information on the cost, cost-effectiveness, and cost-benefit of the interventions
- Given the variation across grantees in populations and interventions, the YIW cross-site evaluation is a multi-population, multi-protocol evaluation

10. Survey Information

- Baseline survey data describe demographic characteristics as well as behaviors and perceptions concerning substance use of the workers surveyed.
- The ages of those surveyed are concentrated within the 16–24 year old target age range. Additionally, while the average age of the individuals surveyed is slightly below the legal drinking age of 21 years, the standard deviation indicates that a significant number are able to legally drink alcohol.

Number of Individuals Surveyed	Age (Years)
2,382	Mean Std. Dev.



Nearly half of individuals surveyed have held their current job for over one year, and over 90% have held their current job for more than four weeks. Such workforce stability provides employers the expectation that they will realize the benefits of workplace prevention and intervention programs.

